BILL NO. S-95-09-04

SPECIAL ORDINANCE NO. S-61-95

AN ORDINANCE fixing the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutional head of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year 1996.

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana, have according to the powers outlined in IC 36-4-7-3 and IC 36-8-3-3(d) have assigned to each employee of the Civil City of Fort Wayne and of City Utilities of Fort Wayne a Labor Grade under the City Classification System established by Ordinance No. S-34-73 as subsequently modified and improved, which grades should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, and

WHEREAS, the Clerk of the City of Fort Wayne, the Park Department Board and the Metropolitan Human Relations Commission have recommended labor grade designations for positions within their respective jurisdictions, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds of such salaries are to be provided for the 1996 City Budget and from City Utilities operating funds and other sources as may be specified by the Common Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That all employees of the Civil City of Fort Wayne and of City Utilities, shall be classified by the departments, titles and labor grades herein designated,

and that no changes be made in any labor grade without the specific approval of the Common Council except for those brought about by collective bargaining with authorized representatives of City or Utilities employees in accordance with the existing collective bargaining agreements.

SECTION 2. That the following scale of Minimum and Maximum Salaries is hereby fixed and authorized as a scale for approved labor grades. It shall be the City's policy that no employee shall be paid below the minimum and the maximum will not be exceeded, except for approved shift differentials, approved longevity pay, approved overtime pay, approved technical skill pay, approved educational bonus, approved clothing allowance, or approved car allowance.

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A PART HEREOF IN ITS ENTIRETY

This scale, as reflected on Exhibit "A", is an attempt to maintain an orderly, consistent and competitive pay policy. Actual adjustments in salaries within amounts fixed herein by Council will result from 1) any general increase to be specified subsequent to adoption of this Ordinance, and/or 2) any adjustment to the base pay for an individual's labor grade, and/or 3) progression to a level specified in an approved collective bargaining agreement between the City of Fort Wayne and a recognized representative organization.

SECTION 3. The following is a true and complete listing of all Civil City and City Utilities salaried non-bargaining unit positions by Department, Position Title, and Labor Grade. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City or Utilities negotiated by the Director of City Human Resources and approved by Common Council.

LABOR GRADE	TITLE
CITY CLERK'S OFFICE	
12	Chief Deputy
12	Research Assistant
10	Supervisor
8	Executive Secretary/Bookkeeper
7	Violations Clerk
7	Violations Court Clerk
7	Receptionist/Clerk
UC (not to exceed $40,299)	Council Attorney
PARKS AND RECREATION	
19	Director
17	Superintendent
17	Associate Director A
16	Associate Director B
16	Manager A
15	Manager B
15	Assistant Superintendent
14	Manager C
13	Supervisor A
12	Manager D
12	Administrative Assistant
12	Supervisor B
11	Supervisor C
11	Assistant Supervisor
11	Golf Green Superintendent
8	Supervisor D
UC (not to exceed $15,074)	Golf Course Pro/Manager
METRO HUMAN RELATIONS COMMISSION	
17	Executive Director
15	Deputy Director

15		Staff Attorney
12		Chief Investigator
10		Investigator III
9		Investigator II
9		Investigator I
8		Executive Secretary VIII
MAYOR'S OFFICE		
20		Chief of Staff
19		Director of Public Safety and Human Resources
14		Executive Assistant
11		Administrative Assistant
8		Executive Secretary VIII
7		Receptionist
	Internal Audit	
17		Director of Internal Audit
13		Staff Auditor
	Public Information	
14		Director, Public Information
12		Public Information Officer
4		Executive Secretary IV
	Neighborhood/Citizen's Advocate	
14		Neighborhood/Citizen's Advocate
8		Assistant Citizen's Advocate
	Law Department	
UC (not to exceed $54,214)		City Attorney (Corporation Counsel)
UC exceed $29,392)		Associate City Attorney (not to
18		Staff Attorney
11		Legal Research/Administrative Assistant
9		Administrative Assistant IX

Drug Regional Advisory Council

16	Director/Governor's Commission For a Drug-Free Indiana
13	Coordinator
9	Administrative Assistant

(The positions in the Drug Regional Advisory Council are exempt from any and all local residency requirements and are automatically eliminated, and the incumbents have no right to continued employment with the City upon expiration of State Funding for these positions pursuant to Special Ordinance No. 89-09-21).

FINANCE AND ADMINISTRATION

19	Director of Finance & Administration
18	Deputy Controller
15	Accounting Supervisor
11	Administrative Assistant

Property Management

11	Property Manager

Payroll Services

13	Supervisor of Payroll Services
10	Payroll Administrator III
9	Payroll Administrator II
9	Payroll Administrator I

Risk Management

14	Risk Manager
12	Medical Coordinator
11	Safety Claims/Investigator
11	Benefits Administrator
9	Administrative Assistant IX
7	Executive Secretary VII/Receptionist

Purchasing Services

16	Director of Purchasing Services
13	Assistant Director of Purchasing Services

Office & Administrative Services (C.U.)

9	Executive Secretary/Instructor
7	Executive Clerical Secretary
5	Executive Clerical Assistant

PUBLIC WORKS

19		Director
16		Associate Director
12		Clerk to Board
9		Executive Secretary IX
	Solid Waste	
13		Solid Waste Manager
12		Administrative Assistant
6		Executive Secretary VI/Receptionist
	City Engineer	
18		City Engineer
8		Executive Secretary VIII
	Transportation Engineering	
18		Director
15		Finance Manager
8		Executive Secretary VIII
	Street Engineering	
16		Street Engineer
15		Assistant Director of Street Engineering
	Traffic Engineering	
16		Director of Traffic Engineering/Street Light Engineering
15		Assistant Director of Traffic Engineering
14		Signal Superintendent
13		Sign and Marking Supervisor
13		Signal Foreman
12		Administrative Assistant
	Street Department	
18		Director of Transportation/Operations
13		Assistant Street Commissioner
12		General Foreman
	Garage	
13		Superintendent
12		Garage Supervisor

12		Systems Manager
	Street Light Engineering	
14		Superintendent of St. Lighting Warehouse
	Technical Services	
16		Director
CITY UTILITIES		
	Utilities Administration	
19		Director of City Utilities
16		Associate Director of City Utilities
9		Executive Secretary IX
	Data Control	
15		Billing Systems Manager
13		Administrative Assistant
	GIS	
16		Manager of GIS/IMS
15		GIS Analyst
	Water Engineering	
16		Assistant Chief Engineer/Water
8		Executive Secretary VIII
	Filtration Plant	
17		Superintendent
16		Assistant Superintendent
15		Supervisor of Maintenance
15		Supervisor of Water Quality
12		Administrative Assistant
	Water Maintenance & Service	
17		Superintendent
15		Assistant Superintendent
12		Assistant Supervisor of Service
12		General Foreman
	Water Pollution Control Engineering	
16		Assistant Chief Engineer/Sanitary
15		Program Manager

8	Executive Secretary VIII
	Water Pollution Control Plant
17	Superintendent
16	Assistant Superintendent
15	Supervisor of Water Quality
15	Supervisor of Operations
15	Supervisor of Maintenance
15	Agronomist
13	Chemist
13	Assistant Supervisor of Maintenance
12	Administrative Assistant
	Water Pollution Control Maintenance
17	Superintendent
15	Assistant Superintendent/Maintenance
12	General Foreman
	Stormwater Engineering
16	Manager of Stormwater Engineering
8	Executive Secretary VIII
	Stormwater Maintenance
15	Assistant Superintendent/Stormwater
12	General Foreman
	Customer Relations
13	Supervisor
	Meter Reading
13	Supervisor/Chief Meter Reader
	General Accounting
15	Accounting Supervisor
11	Project Accountant
	Water Resources
17	Chief Engineer
COMMUNITY AND ECONOMIC DEVELOPMENT	
19	Director

16		Community Development Projects Administrator
14		Fiscal Manager
13		Community Development Specialist
12		Staff Accountant
9		Office Manager
8		Executive Secretary VIII
	Planning	
18		Director of Planning
16		Senior Planner (Planner III)
14		GIS Planner
13		Long Range Planner II
13		Long Range/Data Planner II
13		Land Use Management Planner II
12		Land Use Planner I
12		Long Range Planner I
12		Neighborhood Planner I
12		Historic Preservation Planner I
10		Historic Preservation Assistant
	Economic Development	
18		Director of Economic Development
15		Sr. Economic Development Specialist
14		Business Development Specialist/UEA Administrator
13		Economic Development Specialist
11		Asst. Business Development Specialist
10		Administrative Assistant X
7		Executive Secretary VII
6		Executive Secretary VI
	Redevelopment	
18		Director of Redevelopment
13		Redevelopment Specialist
10		Bookkeeper/Accountant
9		Administrative Assistant
	Neighborhood Code Enforcement	
17		NCE Administrator

14		Enforcement Manager
13		Case Systems Manager
12		Legal Assistant
	Housing and Neighborhood Development Services	
17		HANDS Administrator
14		Loan Processing Manager
14		Program Development Manager
14		Construction Manager
13		Tax Reversion Property Manager
9		Administrative Assistant
7		Executive Secretary VII
	Contract Compliance	
17		Compliance Administrator
11		Compliance Officer
7		Executive Secretary VII
ANIMAL CONTROL		
15		Shelter Manager
11		Office Supervisor
11		Enforcement Supervisor
11		Animal Care Supervisor
11		Humane Education Specialist
COMMUNICATIONS		
17		Chief of Communications
15		Director of Operations
13		Supervisor of Dispatchers
13		Supervisor of Technicians
13		Assistant Director of Operations
12		Electronics Technician
11		Administrative Assistant
HUMAN RESOURCES		
16		Associate Director of Human Resources
14		Systems Manager
12		Employment Specialist
11		Office Manager

7	Executive Secretary VII
5	Executive Secretary V

SECTION 4. Pursuant to State Statute economic conditions must be approved by the Common Council. Such economic conditions include, but are not limited to, base pay and monetary fringe benefits. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year 1996. Upon conclusion of such negotiations the appropriate Ordinances shall be submitted to the Common Council for approval.

Employees covered by recognized bargaining unit representatives (Unions) will receive a salary established by the Collective Bargaining process as long as this pay does not exceed the table of maximum salaries authorized in Section 2, above.

SECTION 5. In addition to the compensation for positions listed herein the City shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF).

SECTION 6. That, in addition to the compensation provided for herein: The Corporation Counsel shall receive not more than $5,700 for services performed in connection with the operations of the municipally owned utilities pursuant to I.C. 36-4-7-4 which additional compensation shall be paid from the revenues of the appropriate utility or function. The Corporation Counsel shall also receive an additional sum not to exceed $10,800 for services provided in connection with the City Self-Insurance Program involving matters not in litigation. That, so long as the City does not employ a full-time Labor Relations Director (Labor Grade 14) the Corporation Council shall receive $10,800 additional annual compensation for services provided in connection with collective bargaining matters involving the Civil City and its Utilities.

That, in addition, the following legal services are recognized as extraordinary services and shall entitle any

part-time member of the Law Department performing such services to additional compensation at the rate of $120 per hour, or such other appropriate compensation as determined by the Board of Public Works:

A.) Bond issues and related financial matters, including Bond issues related to the Economic Development Commission where the fees for said issues are paid by the Bond applicant.

B.) Annexation litigation following the filing of a remonstrance.

C.) Condemnation litigation following the filing of exceptions to the appraisers' report.

D.) All matters relating to defense of claims against the Fort Wayne Police Department following the filing of a complaint.

E.) All matters involving a challenge to the constitutionality of any act or omission by the City or one of its employees following the filing of a complaint in court.

F.) All matters relating to intervention in utility rate cases following the filing of a petition to intervene, or other appearances before the Indiana Utility Regulatory Commission (I.U.R.C.).

G.) All matters relating to litigation where the amount in controversy exceeds $50,000, following the filing of a complaint in court.

H.) All matters relating to litigation where any recovery against the City or its employees would be paid from the City's Self-Insurance Fund.

I.) All matters involving collective bargaining arbitrations.

J.) Matters relating to the Fort Wayne Redevelopment Commission covered by a separate contract.

Any and all payments to be made hereunder for extraordinary services, shall be subject to the final approval by the City Controller. Nothing in this agreement shall prevent the use of other attorneys or firms to perform extraordinary services, subject, however, to the provisions of I.C. 36-4-9-12.

SECTION 7. From and after the first day of January, 1996, all appointed officers, employees, deputies, assistants, departmental and institutional heads of the Civil City and City Utilities will be paid according to this, the above and following provisions of this ordinance, subject to budgetary limitations, collective bargaining agreements, future changes or amendments enacted by Common Council.

SECTION 8. That all Departments subject to this Ordinance will conform to the Official City's Personnel Policies and Procedures relating to hiring, pay, and other related practices, approved by the Mayor and administered by the City's Human Resources Department.

SECTION 9. If any section, clause, sentence, paragraph or part or provisions of this Ordinance be found invalid or void by a Court of competent jurisdiction, it shall be conclusively presumed that this Ordinance would have passed by the Common Council without such invalid section, clauses, paragraph, part or provisions, and the remaining parts of the Ordinance will remain in effect.

SECTION 10. The Municipal Code of the City of Fort Wayne references, in codification form, salary ordinances previously adopted by the City Council for past years. Such salary ordinances have a duration of one year and thus, with the exception of the 1995 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 1996, any conflict between the terms and

conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

SECTION 11. Two copies of all attachments and Exhibits referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

SECTION 12. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

Council Member

APPROVED AS TO FORM
AND LEGALITY

J. Timothy McCaulay, City Attorney
(Corporation Counsel)

EXHIBIT "A"

NEW SALARY RANGES - FOR 1996

LABOR GRADE	MINIMUM	MEDIAN	MAXIMUM
1	11,746	14,296	16,847
2	13,214	16,083	18,952
3	14,682	17,870	21,058
4	16,152	19,660	23,168
5	17,619	21,446	25,272
6	19,088	23,232	27,376
7	20,556	25,020	29,484
8	22,023	26,806	31,589
9	23,452	28,574	33,695
10	24,960	30,380	35,801
11	26,428	32,167	37,906
12	27,898	34,271	40,644
13	29,366	35,744	42,121
14	30,832	37,527	44,221
15	32,302	39,315	46,327
16	35,626	43,361	51,096
17	39,631	48,244	56,857
18	43,988	53,539	63,090
19	52,087	62,700	73,313
20	53,129	63,954	74,779

Read the first time in full and on motion by Long, seconded by _____, and duly adopted, read the second time by title and referred to the Committee on Finance (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Common Council Conference Room 128, City-County Building, Fort Wayne, Indiana, on _____, the _____, day of _____, 19____, at _____ o'clock ____ M., E.S.T.

DATED: 9-5-95

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Gia Quinta, seconded by _____, and duly adopted, placed on its passage. PASSED ~~LOST~~ by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	5	3		1
BRADBURY				✓
EDMONDS	✓			
GiaQUINTA	✓			
HENRY		✓		
LONG		✓		
LUNSEY	✓			
RAVINE	✓			
SCHMIDT		✓		
TALARICO	✓			

DATED: 9-26-95

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as ~~(ANNEXATION)~~ ~~(APPROPRIATION)~~ ~~(GENERAL)~~ (SPECIAL) ~~(ZONING)~~ ORDINANCE ~~RESOLUTION~~ NO. S-61-95 on the 26th day of September, 19 95

ATTEST: (SEAL)

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Don J. Schmidt
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 27th day of September, 1995, at the hour of 11:30 o'clock A, M., E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 28th day of September, 19 95, at the hour of 5:15 o'clock P M., E.S.T.

P. Helmke
PAUL HELMKE, MAYOR

BILL NO. S-95-09-04

REPORT OF THE COMMITTEE ON
FINANCE
THOMAS C. HENRY - CHAIR
MARK E. GiaQUINTA - VICE CHAIR
ALL COUNCIL MEMBERS

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS

REFERRED AN (ORDINANCE) (~~RESOLUTION~~) fixing the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutuional head of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year 1996

HAVE HAD SAID (ORDINANCE) (~~RESOLUTION~~) UNDER CONSIDERATION AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID (ORDINANCE) (~~RESOLUTION~~)

DO PASS	DO NOT PASS	ABSTAIN	NO REC
			Thomas C. Henry
			David C. Long
			Samuel J. Talarico
			Mark E. GiaQuinta
			Don J. Schneider
			Archie Lunsey
			Cletus R Edmonds
			Rebecca Ravine

DATED: 9-26-95.

Sandra E. Kennedy
City Clerk

BILL NO. A-95-09-04

SPECIAL ORDINANCE NO. S-

AN ORDINANCE fixing the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutional head of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year **1996.**

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana, have according to the powers outlined in IC 36-4-7-3 and IC 36-8-3-3(d) have assigned to each employee of the Civil City of Fort Wayne and of City Utilities of Fort Wayne a Labor Grade under the City Classification System established by Ordinance No. S-34-73 as subsequently modified and improved, which grades should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, and

WHEREAS, the Clerk of the City of Fort Wayne, the Park Department Board and the Metropolitan Human Relations Commission have recommended labor grade designations for positions within their respective jurisdictions, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds of such salaries are to be provided for the **1996** City Budget and from City Utilities operating funds and other sources as may be specified by the Common Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That all employees of the Civil City of Fort Wayne and of City Utilities, shall be classified by the departments, titles and labor grades herein designated, and that no changes be made in any labor grade without the specific approval of the Common Council except for those brought about by collective bargaining with authorized representatives of City or Utilities employees in accordance with the existing collective bargaining agreements.

SECTION 2. That the following scale of Minimum and Maximum Salaries is hereby fixed and authorized as a scale for approved labor grades. It shall be the City's policy that no employee shall be paid below the minimum and the maximum will not be exceeded, except for approved shift differentials, approved longevity pay, approved overtime pay, approved technical skill pay, approved educational bonus, approved clothing allowance, or approved car allowance.

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A PART HEREOF IN ITS ENTIRETY

This scale, as reflected on Exhibit "A", is an attempt to maintain an orderly, consistent and competitive pay policy. Actual adjustments in salaries within amounts fixed herein by Council will result from 1) any general increase to be specified subsequent to adoption of this Ordinance, and/or 2) any adjustment to the base pay for an individual's labor grade, and/or 3) progression to a level specified in an approved collective bargaining agreement between the City of Fort Wayne and a recognized representative organization.

SECTION 3. The following is a true and complete listing of all Civil City and City Utilities salaried non-bargaining unit positions by Department, Position Title, and Labor Grade. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City or Utilities negotiated by the Director of City Human Resources and approved by Common Council.

LABOR GRADE	TITLE
CITY CLERK'S OFFICE	
12	Chief Deputy
12	Research Assistant
10	Supervisor
8	Executive Secretary/Bookkeeper
7	Violations Clerk
7	Violations Court Clerk
7	Receptionist/Clerk
UC (not to exceed $40,299)	Council Attorney
PARKS AND RECREATION	
19	Director
17	Superintendent
17	Associate Director A
16	Associate Director B
16	Manager A
15	Manager B
15	Assistant Superintendent
14	Manager C
13	Supervisor A
12	Manager D
12	Administrative Assistant
12	Supervisor B
11	Supervisor C
11	Assistant Supervisor
11	Golf Green Superintendent
8	**Supervisor D**
~~5~~	~~Payroll Specialist~~
UC (not to exceed $15,074)	Golf Course Pro/Manager
METRO HUMAN RELATIONS COMMISSION	
17	Executive Director

15		Deputy Director
15		Staff Attorney
12		Chief Investigator
10		Investigator III
9		Investigator II
9		Investigator I
8		Executive Secretary VIII
MAYOR'S OFFICE		
20		Chief of Staff
~~19~~		~~Director of Public Safety~~
19		**Director of Public Safety and Human Resources**
14		Executive Assistant
11		Administrative Assistant
8		Executive Secretary VIII
7		Receptionist
	Internal Audit	
17		Director of Internal Audit
13		Staff Auditor
	Public Information	
14		Director, Public Information
12		Public Information Officer
4		Executive Secretary IV
	Neighborhood/Citizen's Advocate	
14		Neighborhood/Citizen's Advocate
8		Assistant Citizen's Advocate
	Law Department	
UC (not to exceed **$54,214**)		City Attorney (Corporation Counsel)
UC exceed **$29,392**)		Associate City Attorney (not to
18		Staff Attorney
11		**Legal Research/Administrative Assistant**
~~9~~		~~Legal Research Secretary~~
9		**Administrative Assistant IX**

Drug Regional Advisory Council

~~13~~	~~Co-Director/Governor's Commission For A Drug-Free Indiana~~
16	**Director/Governor's Commission For a Drug-Free Indiana**
13	**Coordinator**
9	**Administrative Assistant**
~~7~~	~~Executive Secretary VII~~

(The positions in the Drug Regional Advisory Council are exempt from any and all local residency requirements and are automatically eliminated, and the incumbents have no right to continued employment with the City upon expiration of State Funding for these positions pursuant to Special Ordinance No. 89-09-21).

~~Bicentennial Celebration Council~~

~~15~~	~~Executive Director~~
~~14~~	~~Executive Assistant~~
~~5~~	~~Executive Secretary V~~

~~(The positions created in the Bicentennial Celebration Council are automatically eliminated and the incumbents therein shall have no right of continued employment with the City in any other position if inadequate private funding is received to support said positions).~~

FINANCE AND ADMINISTRATION

19	Director of Finance & Administration
18	Deputy Controller
~~15~~	~~Accounting Systems Manager~~
15	Accounting Supervisor
11	Administrative Assistant

Property Management

11	Property Manager

~~Human Resources~~

~~18~~	~~Director of Human Resources~~
~~16~~	~~Associate Director of Human Resources~~
~~14~~	~~Systems Manager~~
~~14~~	~~EEO/AA Administrator~~
~~12~~	~~Employment Specialist~~
~~11~~	~~Benefits Administrator~~

~~10 Office Manager~~

~~9 Administrative Assistant IX~~

~~7 Executive Secretary VII~~

~~5 Executive Secretary V~~

Payroll Services

13 Supervisor of Payroll Services

10 Payroll Administrator III

9 Payroll Administrator II

9 Payroll Administrator I

Risk Management

14 Risk Manager

12 Medical Coordinator

11 Safety Claims/Investigator

11 Benefits Administrator

9 Administrative Assistant IX

7 Executive Secretary VII/Receptionist

Purchasing Services

16 Director of Purchasing Services

13 Assistant Director of Purchasing Services

Office & Administrative Services (C.U.)

9 Executive Secretary/Instructor

7 Executive Clerical Secretary

5 Executive Clerical Assistant

PUBLIC WORKS

19 Director

16 Associate Director

12 Clerk to Board

9 Executive Secretary IX

Solid Waste

13 Solid Waste Manager

12 Administrative Assistant

6 Executive Secretary VI/Receptionist

City Engineer

18 City Engineer

8		Executive Secretary VIII
	Transportation Engineering	
18		Director
15		Finance Manager
8		Executive Secretary VIII
	Street Engineering	
16		Street Engineer
15		Assistant Director of Street Engineering
	Traffic Engineering	
16		Director of Traffic Engineering/Street Light Engineering
15		Assistant Director of Traffic Engineering
14		Signal Superintendent
13		Sign and Marking Supervisor
13		Signal Foreman
12		**Administrative Assistant**
	Street Department	
18		Director of Transportation/Operations
13		Assistant Street Commissioner
12		General Foreman
	Garage	
13		**Superintendent**
12		Garage Supervisor
12		**Systems Manager**
	Street Light Engineering	
14		Superintendent of St. Lighting Warehouse
	Technical Services	
~~16~~		~~Supervisor~~
16		**Director**
CITY UTILITIES		
	Utilities Administration	
19		Director of City Utilities
16		Associate Director of City Utilities
9		Executive Secretary IX

	Data Control	
15		Billing Systems Manager
13		Administrative Assistant
	GIS	
~~16~~		~~Supervisor of Technical Services/IMS~~
16		**Manager of GIS/IMS**
15		GIS Analyst
	Water Engineering	
16		Assistant Chief Engineer/Water
8		Executive Secretary VIII
	Filtration Plant	
17		Superintendent
16		Assistant Superintendent
~~15~~		~~Maintenance Supervisor~~
15		**Supervisor of Maintenance**
15		**Supervisor of Water Quality**
~~13~~		~~Chief Operator~~
~~12~~		~~Senior Analytical Chemist~~
12		Administrative Assistant
	Water Maintenance & Service	
17		**Superintendent**
~~16~~		~~Superintendent~~
~~14~~		~~Supervisor~~
15		**Assistant Superintendent**
12		Assistant Supervisor of Service
12		General Foreman
	Water Pollution Control Engineering	
16		Assistant Chief Engineer/Sanitary
15		**Program Manager**
8		Executive Secretary VIII
	Water Pollution Control Plant	
17		Superintendent
~~16~~		~~Manager of Operations~~
16		**Assistant Superintendent**

~~15~~	~~Supervisor of Industrial Waste & Control~~
15	**Supervisor of Water Quality**
15	**Supervisor of Operations**
15	Supervisor of Maintenance
15	**Agronomist**
~~14~~	~~Chief Chemist~~
~~13~~	~~Assistant Chemist~~
13	**Chemist**
13	Assistant Supervisor of Maintenance
~~13~~	~~Agronomist~~
12	**Administrative Assistant**
	Water Pollution Control Maintenance
17	**Superintendent**
~~16~~	~~Superintendent~~
15	**Assistant Superintendent/Maintenance**
12	General Foreman
	Stormwater Engineering
16	Manager of Stormwater Engineering
8	Executive Secretary VIII
	Stormwater Maintenance
~~14~~	~~Assistant Superintendent~~
15	**Assistant Superintendent/Stormwater**
12	General Foreman
	Customer Relations
13	Supervisor
~~13~~	~~Supervisor/Senior Permit Specialist~~
	Meter Reading
13	Supervisor/Chief Meter Reader
	General Accounting
15	**Accounting Supervisor**
~~14~~	~~Supervisor~~

11		Project Accountant
	Water Resources	
17		Chief Engineer
COMMUNITY AND ECONOMIC DEVELOPMENT		
19		Director
16		Community Development Projects Administrator
14		Fiscal Manager
13		Community Development Specialist
12		Staff Accountant
9		Office Manager
8		Executive Secretary VIII
	Planning	
18		Director of Planning
16		Senior Planner (Planner III)
14		GIS Planner
13		Long Range Planner II
13		Long Range/Data Planner II
13		Land Use Management Planner II
12		Land Use Planner I
12		Long Range Planner I
12		Neighborhood Planner I
12		Historic Preservation Planner I
10		Historic Preservation Assistant
	Economic Development	
18		Director of Economic Development
15		Sr. Economic Development Specialist
14		Business Development Specialist/UEA Administrator
13		Economic Development Specialist
11		Asst. Business Development Specialist
10		Administrative Assistant X
7		Executive Secretary VII
6		Executive Secretary VI

Redevelopment

18	Director of Redevelopment
13	Redevelopment Specialist
10	Bookkeeper/Accountant
9	**Administrative Assistant**

Neighborhood Code Enforcement

17	NCE Administrator
14	Enforcement Manager
13	Case Systems Manager
12	Legal Assistant

Housing and Neighborhood Development Services

17	HANDS Administrator
14	Loan Processing Manager
14	Program Development Manager
14	Construction Manager
13	Tax Reversion Property Manager
9	Administrative Assistant
7	Executive Secretary VII

Contract Compliance

17	Compliance Administrator
11	Compliance Officer
7	Executive Secretary VII

ANIMAL CONTROL

15	Shelter Manager
~~12~~	~~Office Supervisor~~
11	**Office Supervisor**
~~11~~	~~Supervisor~~
11	**Enforcement Supervisor**
11	**Animal Care Supervisor**
11	Humane Education Specialist

COMMUNICATIONS

17	Chief of Communications
15	Director of Operations
13	Supervisor of Dispatchers

13	Supervisor of Technicians
13	Assistant Director of Operations
12	Electronics Technician
~~9~~	~~Administrative Assistant~~
11	**Administrative Assistant**

HUMAN RESOURCES

16	**Associate Director of Human Resources**
14	**Systems Manager**
12	**Employment Specialist**
11	**Office Manager**
~~10~~	~~Office Manager~~
7	**Executive Secretary VII**
5	**Executive Secretary V**

SECTION 4. Pursuant to State Statute economic conditions must be approved by the Common Council. Such economic conditions include, but are not limited to, base pay and monetary fringe benefits. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year **1996**. Upon conclusion of such negotiations the appropriate Ordinances shall be submitted to the Common Council for approval.

Employees covered by recognized bargaining unit representatives (Unions) will receive a salary established by the Collective Bargaining process as long as this pay does not exceed the table of maximum salaries authorized in Section 2, above.

SECTION 5. In addition to the compensation for positions listed herein the City shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF).

SECTION 6. That, in addition to the compensation provided for herein: The Corporation Counsel shall receive not more than **$5,700** for services performed in connection with the operations of the municipally owned utilities pursuant to I.C. 36-4-7-4 which additional compensation shall be paid from

the revenues of the appropriate utility or function. The Corporation Counsel shall also receive an additional sum not to exceed **$10,800** for services provided in connection with the City Self-Insurance Program involving matters not in litigation. That, so long as the City does not employ a full-time Labor Relations Director (Labor Grade 14) the Corporation Council shall receive **$10,800** additional annual compensation for services provided in connection with collective bargaining matters involving the Civil City and its Utilities.

That, in addition, the following legal services are recognized as extraordinary services and shall entitle any part-time member of the Law Department performing such services to additional compensation at the rate of **$120** per hour, or such other appropriate compensation as determined by the Board of Public Works:

A.) Bond issues and related financial matters, including Bond issues related to the Economic Development Commission where the fees for said issues are paid by the Bond applicant.

B.) Annexation litigation following the filing of a remonstrance.

C.) Condemnation litigation following the filing of exceptions to the appraisers' report.

D.) All matters relating to defense of claims against the Fort Wayne Police Department following the filing of a complaint.

E.) All matters involving a challenge to the constitutionality of any act or omission by the City or one of its employees following the filing of a complaint in court.

F.) All matters relating to intervention in utility rate cases following the filing of a petition ~~of a petition~~ to intervene, or other appearances before the **Indiana Utility Regulatory Commission (I.U.R.C.).**

G.) All matters relating to litigation where the amount in controversy exceeds $50,000, following the filing of a complaint in court.

H.) All matters relating to litigation where any recovery against the City or its employees would be paid from the City's Self-Insurance Fund.

I.) All matters involving collective bargaining arbitrations.

J.) Matters relating to the Fort Wayne Redevelopment Commission covered by a separate contract.

Any and all payments to be made hereunder for extraordinary services, shall be subject ~~to completion of appropriate claims required by the State Board of Accounts and shall be subject~~ to the final approval by the City Controller. Nothing in this agreement shall prevent the use of other attorneys or firms to perform extraordinary services, subject, however, to the provisions of I.C. 36-4-9-12.

SECTION 7. From and after the first day of January, **1996**, all appointed officers, employees, deputies, assistants, departmental and institutional heads of the Civil City and City Utilities will be paid according to this, the above and following provisions of this ordinance, subject to budgetary limitations, collective bargaining agreements, future changes or amendments enacted by Common Council.

SECTION 8. That all Departments subject to this Ordinance will conform to the Official City's Personnel Policies and Procedures relating to hiring, pay, and other related practices, approved by the Mayor and administered by the City's Human Resources Department.

SECTION 9. If any section, clause, sentence, paragraph or part or provisions of this Ordinance be found invalid or void by a Court of competent jurisdiction, it shall be conclusively presumed that this Ordinance would have passed

by the Common Council without such invalid section, clauses, paragraph, part or provisions, and the remaining parts of the Ordinance will remain in effect.

SECTION 10. The Municipal Code of the City of Fort Wayne references, in codification form, salary ordinances previously adopted by the City Council for past years. Such salary ordinances have a duration of one year and thus, with the exception of the 1995 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 1996, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

SECTION 11. Two copies of all attachments and Exhibits referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

SECTION 12. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

_____
Council Member

APPROVED AS TO FORM
AND LEGALITY

_____
J. Timothy McCaulay, City Attorney
(Corporation Counsel)

EXHIBIT "A"

NEW SALARY RANGES - FOR 1996

LABOR GRADE	MINIMUM	MEDIAN	MAXIMUM
1	11,746	14,296	16,847
2	13,214	16,083	18,952
3	14,682	17,870	21,058
4	16,152	19,660	23,168
5	17,619	21,446	25,272
6	19,088	23,232	27,376
7	20,556	25,020	29,484
8	22,023	26,806	31,589
9	23,452	28,574	33,695
10	24,960	30,380	35,801
11	26,428	32,167	37,906
12	27,898	34,271	40,644
13	29,366	35,744	42,121
14	30,832	37,527	44,221
15	32,302	39,315	46,327
16	35,626	43,361	51,096
17	39,631	48,244	56,857
18	43,988	53,539	63,090
19	52,087	62,700	73,313
20	53,129	63,954	74,779

The City of Fort Wayne
Paul Helmke, Mayor

24-Hour Job Line (219) 427-1186
Benefits Administration (219) 427-1198
EEO/Affirmative Action (219) 427-1180
Labor Relations (219) 427-1180
Payroll (219) 427-1292
Personnel (219) 427-1180
TDD (219) 427-1180
FAX (219) 427-1393

Department of Human Resources
Room 380

MEMORANDUM

TO: MEMBERS OF THE CITY COUNCIL

FROM: M. FRANCES GANAWAY
ASSOCIATE DIRECTOR OF HUMAN RESOURCES
ACTING FOR: PAYNE BROWN
DIRECTOR OF PUBLIC SAFETY AND HUMAN RESOURCES

DATE: SEPTEMBER 5, 1995 95-09-04

SUBJECT: AMENDMENTS TO THE 1996 SALARY ORDINANCE

These amendments are being proposed as a result of the Salary Review Committee recommendations. The following are title and labor grade changes. They are as follows:

	DEPARTMENT:	PAGE:	CHANGES:
1.	Law Department	4	Increase labor grade and change job title from Legal Research Secretary (LG 9) to **Legal Research/ Administrative Assistant** (LG 11)
2.	Drug Regional Advisory Council	5	Increase labor grade and change job title from Executive Secretary VII (LG 7) to **Administrative Assistant** (LG 9)

	DEPARTMENT:	PAGE:	CHANGES:
3.	Filtration Plant	7	Increase labor grade and change job title from Senior Analytical Chemist (LG 12) to **Supervisor of Water Quality** (LG 15)
4.	Water Maintenance and Service Department	7	Increase labor grade and change job title from Supervisor (LG 14) to **Assistant Superintendent** (LG 15).
5.	Water Pollution Control Plant	8	Increase labor grade and change job title from Chief Chemist (LG 14) to **Supervisor of Water Quality** (LG 15).
6.	Stormwater Maintenance	8	Increase labor grade and change job title from Assistant Superintendent (LG 14) to **Assistant Superintendent/Storm water** (LG 15).
7.	General Accounting	8	Increase labor grade and change job title from Supervisor (LG 14) to **Accounting Supervisor** (LG 15).

The following are increased or decreased labor grades. The titles have not changed. They are as follows:

DEPARTMENTS/TITLES:	FROM:	TO:	PAGE:
Water Maintenance and Service			
1. Superintendent	16	17	PG. 7
Water Pollution Control Plant			
2. Agronomist	13	15	PG. 8
Water Pollution Control Maintenance			
3. Superintendent	16	17	PG. 8
Animal Control			
4. Office Supervisor	12	11	PG.10
Communications			
5. Administrative Assistant	9	11	PG.10
Human Resources			
6. Office Manager	10	11	PG.10

The following are title changes, new titles, new positions, or deletions of titles for the 1996 Salary Ordinance.

	DEPARTMENT:	PAGE:	CHANGES:
1.	Human Resources Department	10	Move the Human Resources Department from the Finance and Administration Division to the Public Safety Division.
2.	Human Resources Department	10	Delete the position of Director of Human Resources (LG 18).

	DEPARTMENT:	PAGE:	CHANGES:
3.	Human Resources Department	10	Delete the position of EEO/AA Administrator (LG 14).
4.	FINANCE & ADMINISTRATION	5	Delete the position of Accounting Systems Manager (LG 15).
5.	Payroll Services	5	Create the new department of Payroll Services under the Finance and Administration Division.
6.	Risk Management	5	Create the new position of **Medical Coordinator** (LG 12).
7.	Risk Management	5	Move **Benefits Administrator** position (LG 11) from Human Resources Department to Risk Management Department.
8.	Office & Administrative Services	5	Create the new title of **Executive Secretary/Instructor** (LG 9).
9.	Law Department	4	Move the **Administrative Assistant IX** (LG 9) from Human Resources Department to Law Department.
10.	Parks & Recreation	3	Create the new title of **Supervisor D** (LG 8).

	DEPARTMENT:	PAGE:	CHANGES:
11.	Parks & Recreation	3	Delete the position of Payroll Specialist (LG 5).
12.	Mayor's Office	4	Change the title Director of Public Safety to **Director of Public Safety and Human Resources** (LG 19).
13.	Drug Regional Advisory Council	5	Create the new position of **Director/Governor's Commission for a Drug-Free Indiana** (LG 16).
14.	Drug Regional Advisory Council	5	Change the title of Co-Director/ Governor's Commission for a Drug-Free Indiana to **Coordinator** (LG 13).
15.	Bicentennial Celebration Council	5	Delete the section on the Bicentennial Celebration Council which included the Executive Director, Executive Assistant and Executive Secretary V.
16.	Solid Waste	6	Create the new position of **Executive Secretary VI/Receptionist** (LG 6).
17.	Traffic Engineering	6	Create the new position of **Administrative Assistant** (LG 12).

	DEPARTMENT:	PAGE:	CHANGES:
18.	Garage	6	Create the new title of **Superintendent** (LG 13).
19.	Garage	7	Create the new position of **Systems Manager** (LG 12).
20.	Technical Services	7	Title change from Supervisor to **Director** (LG 16).
21.	GIS	7	Title change from Supervisor of Technical Services/IMS to **Manager of GIS/IMS** (LG 16).
22.	Filtration Plant	7	Change the title of Maintenance Supervisor to **Supervisor of Maintenance** (LG 15).
23.	Filtration Plant	7	Delete the position of Chief Operator (LG 13).
24.	Water Pollution Control Engineering	7	Create the new position of **Program Manager** (LG 15).
25.	Water Pollution Control Plant	8	Title Change from Manager of Operations to **Assistant Superintendent** (LG 16).
26.	Water Pollution Control Plant	8	Title change from Supervisor of Industrial Waste Control to **Supervisor of Operations** (LG 15).

	DEPARTMENT:	PAGE:	CHANGES:
27.	Water Pollution Control Plant	8	Title change from Assistant Chemist to **Chemist** (LG 13).
28.	Water Pollution Control Plant	8	Create the new position of **Administrative Assistant** (LG 12).
29.	Water Pollution Control Maintenance	8	Create the new title **Assistant Superintendent/Maintenance** (LG 15).
30.	Customer Relations	8	Delete the title Supervisor/Senior Permit Specialist (LG 13).
31.	Redevelopment	9	Create the new title **Administrative Assistant** (LG 9).
32.	Animal Control	10	Change the title of Supervisor to **Enforcement Supervisor** and **Animal Care Supervisor** (LG 11).

DIGEST SHEET

TITLE OF ORDINANCE: AN ORDINANCE fixing the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutional head of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year 1996.

DEPARTMENT REQUESTING ORDINANCE: Human Resources

SYNOPSIS OF ORDINANCE: This ordinance will fix the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutional head of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year 1996.

EFFECT OF PASSAGE: Correction/upgrade of listed positions.

EFFECT OF NON-PASSAGE: Positions remain at current labor grades from the 1995 Salary Ordinance.

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS):

ASSIGNED TO COMMITTEE (PRESIDENT): _____

SALARY ORDINANCE CHANGES FOR 1996

TITLE CHANGES (LABOR GRADE REMAINS THE SAME):

	DEPARTMENT:	FROM	TO	LG.
1)	Mayor's Office	Director of Public Safety	Director of Public Safety and Human Resources	19
2)	Drug Regional Advisory Council	Co-Director/Governor's Commission for a Drug-Free Indiana	Coordinator	13
3)	Technical Services	Supervisor	Director	16
4)	GIS	Supervisor of Technical Services/IMS	Manager of GIS/IMS	16
5)	Filtration Plant	Maintenance Supervisor	Supervisor of Maintenance	15
6)	WPC Plant	Manager of Operations	Assistant Superintendent	16
7)	WPC Plant	Supervisor of Industrial Waste	Supervisor of Operations	15
8)	WPC Plant	Assistant Chemist	Chemist	13
9)	Animal Control	Supervisor	Enforcement Supervisor and Animal Care Supervisor	11

TITLE AND LABOR GRADE CHANGES:

	DEPARTMENT:	FROM	LG.	TO	LG.
1)	Law Department	Legal Research Secretary	9	Legal Research/Admin. Asst.	11
2)	Drug Regional Advisory Council	Executive Secretary VII	7	Administrative Assistant	9
3)	Filtration Plant	Senior Analytical Chemist	12	Supervisor of Water Quality	15
4)	Water Maintenance & Service	Supervisor	14	Assistant Superintendent	15
5)	WPC Plant	Chief Chemist	14	Supervisor of Water Quality	15
6)	Stormwater Maintenance	Assistant Superintendent	14	Assistant Superintendent/ Stormwater	15
7)	General Accounting	Supervisor	14	Accounting Supervisor	15

NEW TITLES:

	DEPARTMENT:	NEW TITLES:	LG.
1)	PARKS & RECREATION	Supervisor D	8
2)	Office & Administrative Service	Executive Secretary/Instructor	9
3)	Garage	Superintendent	13
4)	WPC Maintenance	Assist Superintendent/Maintenance	15

SALARY ORDINANCE CHANGES FOR 1996

NEW POSITIONS:

	DEPARTMENT:	NEW POSITIONS:	LG.
1)	Drug Regional Advisory Council	Director/Governor's Commission for a Drug-Free Indiana	16
2)	Risk Management	Medical Coordinator	12
3)	Solid Waste	Executive Secretary VI/Receptionist 20,000	6
4)	Traffic Engineering	Administrative Assistant 31,500	12
5)	Redevelopment	Administrative Assistant	9
6)	Garage	Systems Manager	12
7)	WPC Engineering	Program Manager	15
8)	WPC Plant	Administrative Assistant	12

Sick time
Work comp

ADDITIONAL DUTIES/INCREASE

	DEPARTMENT:	TITLE:	
1)	Law Department	City Attorney (Corporation Counsel)	Labor Grade UC

TITLES DELETED:

	TITLES DELETED:	LG.	DEPARTMENTS:
1)	Payroll Specialist	5	Parks & Recreation
2)	Executive Director	15	Bicentennial Celebration Council
3)	Executive Assistant	14	Bicentennial Celebration Council
4)	Executive Secretary V	5	Bicentennial Celebration Council
5)	Accounting Systems Manager	15	**Finance & Administration**
6)	Director of Human Resources	18	Human Resources
7)	EEO/AA Administrator	14	Human Resources
8)	Chief Operator	13	Filtration Plant
9)	Supervisor/Senior Permit Speciali	13	Customer Relations

SALARY ORDINANCE CHANGES FOR 1996

INCREASED LABOR GRADES:

	DEPARTMENT:	TITLE:	FROM:	TO:
1)	Water Maintenance & Service	Superintendent	16	17

INCREASED LABOR GRADES:

	DEPARTMENT:	TITLE:	FROM:	TO:
2)	WPC Plant	Agronomist	13	15
3)	WPC Maintenance	Superintendent	16	17
4)	Communications	Administrative Assistant	9	11
5)	Human Resources	Office Manager	10	11

DECREASED LABOR GRADES:

	DEPARTMENT:	TITLE:	FROM:	TO:
1)	Animal Control	Office Supervisor	12	11

DEPARTMENTAL CHANGES

(FROM ONE DEPARTMENT TO ANOTHER DEPARTMENT):

	CHANGES:	LG	FROM:	TO:
1)	Human Resources		FINANCE & ADMINISTRATION	PUBLIC SAFETY
2)	Payroll Services		Human Resources	Payroll Services Dpt.
3)	Benefits Administrator	11	Human Resources	Risk Management
4)	Administrative Asst.	9	Human Resources	Law Department

DEPARTMENT DELETED:

	DEPARTMENT:
1)	Bicentennial Celebration Council

Reorganization and Consolidations Effecting the 1996 Salary Ordinance

(all figures shown are 1996 rates)

Controllers Office and CED Fiscal Administration reorganization

1)	Elimination of Accounting Systems Manager Position	Labor Grade 15
2)	Elimination of the Fiscal Administrator Position	Labor Grade 17
3)	Add one additional Deputy Controller position	Labor Grade 18
4)	Decrease salary level of both Deputy Controller positions	
5)	Add CED Fiscal Manager position	Labor Grade 14

	Before Reorganization	After Reorganization
Accounting Systems Manager	$41,130	$0
Fiscal Administrator	$23,108	$0
Deputy Controller (additional)	$0	$51,500
Deputy Controller (existing)	$56,250	$51,500
Fiscal Manager	$0	$17,510
	$120,488	$120,510
Net Increase Decrease		$22

Human Resources Reorganization

1)	Elimination of Human Resources Director	Labor Grade 18
2)	Elimination of the EEO/AA Administrator	Labor Grade 14
3)	Add one additional Employment Specialist	Labor Grade 12
4)	Increase pay for City Attorney for Labor Relations duties	UC

	Before Reorganization	After Reorganization
Human Resources Director	$53,424	$0
EEO/AA Administrator	$33,173	$0
Employment Specialist	$0	$34,426
City Attorney	$40,390	$55,616
	$126,987	$90,042
Net Increase Decrease		($36,945)

SALARY ORDINANCE EFFECTS
CIVIL CITY BUDGETS ONLY

Department	Previous Title	Previous Labor Grade	Revised Title	Revised Labor Grade	Previous salary (at '96 rate)
		TITLE AND LABOR GRADE CHANGES			
Comm. & Econ. Dev.	Fiscal Administrator	17	Fiscal Manager	14	$23,108
		NEW POSITIONS			
Solid Waste Management	N/A		Exec. Sect./Receptionist	6	$0
		POSITIONS DELETED			
Parks and Recreation Note: This position was not budgeted for in the 1995 budget.	Payroll Specialist	5	N/A	N/A	$0
Finance and Administration	Accounting Systems Mgr	15	N/A	N/A	$41,130
Human Resources	Human Resources Dir.	18	N/A	N/A	$53,424
Human Resources	EEO/AA Administrator	14	N/A	N/A	$33,173
		LABOR GRADE INCREASES			
Communications	Administrative Assistant	9	Same	11	$28,343
		LABOR GRADE DECREASES			
Animal Control	Office Supervisor	12	Same	11	$34,163

*****Note: These decreases are associated with the reorganization and consolidations of areas and functions. Specific Changes are detailed on the following page.**